

ROLE DESCRIPTION

Role title	Family Intervention Worker CWD		
Directorate	Children and Family Services		
Reporting to	Team Leader		
Grade	12		
Evaluation Ref	AG0901	Job Family Ref	
Role purpose			
In agreement with the Team Leader, undertake intense pieces of individual work with children who are disabled and their families with complex needs identified as Level 3 in the SCC Effective Support for Children document.			
Key results area	Accountability		
Corporate Responsibilities	Understand, uphold, and promote the aims of the council's equality, diversity, and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do. Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.		
Case Responsibility	<p>Take case responsibility for a number of children, young people, and their families who have complex support needs (level 3). Work directly and intensively with a significant degree of autonomy, working in partnership with parents and carers to encourage and empower them to participate as fully as possible in the care of their children and enable them to meet the needs of their family in Community based settings, in their homes or in Children's Centres.</p> <p>a) Ensure the implementation of the SCC Think Family Approach throughout all assessment and intervention activity; liaise with other agencies and practitioners as required to ensure the needs of the whole family are reviewed using the Team Around the Child/Family Process.</p> <p>b) Assess the child and family's strengths and needs to produce a holistic, intervention plan detailing the specialist support services which will be provided. Agree the plan with the child and their family/carers; implement, monitor, and review action plans with individual children, young people, and their families setting clear outcomes. Make recommendations for adjustment as considered appropriate.</p>		

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	<p>c) Agree with parents/carers and partner agencies the aims, purpose, and outcomes of the work with families.</p> <p>d) Organise and arrange multi-agency meeting's (TAC/Family) to ensure plans and actions are reviewed and developed appropriately, working with staff from a variety of agencies and the family to monitor progress, effectiveness of support and evaluate interventions.</p> <p>e) Monitor and manage appropriately any risks to or from children as part of direct work undertaken and escalate such risks to the line manger where necessary, recording, writing, and presenting reports relating to child protection, childcare proceedings, and court appearances as appropriate in consultation with line manager.</p> <p>f) Integrate children, young people with disabilities sensitively and positively into the service, promoting participation in a range of quality activities.</p> <p>g) Use persistent and proactive interventions when working with parents/carers of children and young people with disabilities to enable positive changes in their lives.</p> <p>h) Have an awareness of services in the community and signpost as appropriate to these or other specialist services to ensure that the needs of children, young people, and their families are met.</p> <p>i) Build upon existing knowledge and practice with research and training to develop individual skills. Develop and maintain professional competence as a Family Intervention Worker - CWD.</p>
Working Relationships	Develop a multi-agency approach by building working relationships with other professional agencies, practitioners and community-based services and working together with them in the assessment and support of children, young people, and their families, appraising and evaluating new approaches and embedding improvements in service delivery.
Record Keeping	Undertake comprehensive record keeping using the electronic case management system LCS CWD Episode. Record assessments, interventions and relevant contacts using the LCS CWD Episode framework in accordance with the SCC Data Protection and Information Sharing policies. Write reports in relation to the effectiveness of assessment and intervention packages to contribute to meetings concerning or involving children, young people, and their families.

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Training	Undertake specialist training as required to deliver specific interventions to children and their parents/carers, contribute to team learning and training for partner agencies.
Course Delivery	Accept responsibility for delivering courses for targeted families with level 3 complex needs such as Tuning into Kids/Teens, Overcoming Abuse, or Becoming Respectful, Autism Awareness, Inclusive Communication, and deliver bespoke strategies and resource as required; or other areas of work as directed by senior management.
Personal Development	Update own knowledge of best practice and gain new skills by participating in workshops, networking, attending training sessions and sharing expertise acquired with staff colleagues.
Compliance	Be aware of and work within the legal framework, Health and Safety framework, policies, procedures, ethical and professional boundaries, guidelines, and legislation.
Meeting Attendance	Participate in regular supervision, annual appraisal, staff meetings, as well as community or parent events.
Other duties	Undertake any other duties commensurate with the post as the programme develops, as required by the Team Leader.

Qualification/Knowledge/Experience/Skills

Qualifications – Essential

- Literate and numerate to GCSE level A-C/Level 4 or equivalent.

Knowledge/Experience/Skills – Essential

- Some experience of social care, but not necessarily in paid employment.
- Experience of working with children and young people.
- Demonstrate knowledge and understanding of child development and family relationships.
- Able to promote equality, diversity and the interests of service users and carers.
- Contributes to induction of new Family Intervention Workers.
- Able to produce basic correspondence, oral and written reports and records that are legible, accurate and easily understood.
- Ability to speak fluent English as stated in Part 7 of the Immigration Act (2016).

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- Demonstrates a commitment to safeguarding and promoting the welfare of children and vulnerable adults.
- Demonstrates empathy with client group and understanding and respect for individual needs.
- Demonstrates ability to prioritise work and organise competing demands.
- An excellent telephone manner and good listening and assessment skills.
- Able to develop professional relationships with a range of clients and colleagues.
- Have knowledge of external resources, data, and community services to support children and their families.

Knowledge/Experience/Skills – Desirable

- Experience of working as part of a team.
- Clerical or administrative experience.
- Broad working knowledge of Social Care.
- Experience of working with children who have a disability.
- Experience of working with children who have behavioural or emotional difficulties.
- Awareness and understanding of rights of users and carers and the principles embodied within the Code of Practice for Social Care Workers.
- Awareness of relevant legislation.
- Knowledge of services and legislation relevant to users and carers' needs and circumstances.

Dimensions of role

Family Intervention Workers will work with and maintain a range of close contacts and relationships with children and young people who are disabled, and their families identified as level 3. Work closely with the Team Around the School regarding the effective identification of needs, assessment, and evaluation of interventions. Liaise with Children's Social Care regarding the step up and step down of cases.

Maintain working relationships with care professionals, voluntary bodies and other agencies relating to client needs. Work with partners as required to plan and evaluate interventions and to develop practice based on feedback from children, young people and their families and lessons learned. Receive and pass information to professionals to offer appropriate advice and guidance to children, young people, and their families relating to the provision of support and care.

The role will be supervised at least once monthly by the relevant Team Leader within the team.

Receive frequent collaborative contact with Childrens Social Workers, Education and Health Professions and all professionals involved around a child and their family, contributing to the monitoring of welfare and outcomes as required.

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Work with disabled children and young people, and their families of varying abilities and needs, who on occasions can be distressed or difficult. There will be a clear expectation these situations will be dealt with in professional manner in accordance with guidelines and procedures.

Expected to undertake their duties by working with children, young people, and families at level 3 with multiple and complex needs.

Support the Team Leader and Professional Practitioners in delivering best value for money in organising services, including case allocation, diary management and their own travel costs.

Notes

Competencies / attributes	<ul style="list-style-type: none"> • Positive attitude to the use of computers with IT skills enabling effective input, manipulation and retrieval of data and information. • Keeps up to date with routine tasks. • Has an open manner, which elicits trust. • Takes a full and active part in own development, appraisal, and supervision. • Flexibility and creativity. • Ability to communicate effectively, sensitively, and confidentially. • Able to respect individual rights and cultural needs. • Prepared to undertake training and share new knowledge and skills within the team.
Working conditions:	Regular travelling and able to travel countywide, including travel outside standard work hours and to areas that are not currently serviced by public transport.
Working arrangements:	Hybrid working available.